FAQs about Ohio and Michigan IBEW
Construction Employment during COVID-19
Based on information available as of March 24, 2020

1. **Does Ohio’s Stay at Home Order mean construction sites must be shut down?**
   No, the Order permits construction sites in Ohio to stay open, provided they satisfy some basic safety precautions, including six-foot spacing for employees and providing hand sanitizer and sanitizing products. Contact your Union if your employer is failing to do either of those things.

2. **Does Michigan’s Stay Home/Stay Safe Order mean construction sites must be shut down?**
   Yes, unless the work being done is necessary to sustain or protect life, which is defined as work being performed by Essential Critical Infrastructure Workers. Guidance on who is considered Essential Critical Infrastructure Workers has been issued by the Cybersecurity and Infrastructure Security Agency and can be found at the following web address: https://www.americanchemistry.com/Guidance-on-the-Essential-Critical-Infrastructure-Workforce.pdf.

3. **Will I be eligible in Ohio for unemployment on the day my employer shuts down due to the Stay at Home Order?**
   Yes, if your employer does not let you work because it is shutting down for the Stay at Home Order, you are eligible for unemployment with no waiting period. You will not have to look for work during this particular type of unemployment. As of now, the Stay at Home Order is in effect through April 6, 2020.

   Apply for unemployment benefits at [https://unemployment.ohio.gov](https://unemployment.ohio.gov), and use Mass Layoff # 2000180. To be eligible, you must have worked at least 20 weeks in the first four of the last five completed calendar quarters, which for applications made in March 2020 means between October 1, 2018, and September 30, 2019.

4. **Will I be eligible in Michigan for unemployment on the day my employer shuts down due to the Stay Home/Stay Safe Order?**
   Yes, if your employer does not let you work because it is shutting down for the Stay Home/Stay Safe Order, you are eligible for unemployment with no waiting period. You will not have to look for work during this particular type of unemployment. As of now, the Stay at Home Order is in effect through April 13, 2020.
5. **In Ohio, if I am healthy but fearful of getting COVID-19 at work, can I self-quarantine and collect unemployment?**

We cannot say for certain that you will be able to collect unemployment if your employer has work for you to perform but you do not want to go work. The State of Ohio has indicated it may not allow unemployment compensation in this circumstance. This is a rapidly changing area of employment law, so perhaps the State will allow such claims when they are made.

It will help that, in an agreement worked out between NECA and IBEW at the national level, IBEW signatory employers will not contest unemployment claims filed by any employee who refuses to be present at the jobsite out of a genuine belief that being present would place him in imminent danger of contracting coronavirus, or who has been quarantined, or advised to self-quarantine, due to possible exposure to coronavirus; and such employees shall be permitted to return to their original positions with their employer upon the resumption of work on the jobsite, and/or their ability to return, without the need of the referral process, and irrespective of whether such employees have signed their local union’s out-of-work list.

Again, eligibility for unemployment compensation is a matter to be decided by the State.

6. **In Michigan, if I am healthy but fearful of getting COVID-19 at work, can I self-quarantine and collect unemployment?**

We cannot say for certain that you will be collect unemployment if your employer has work for you to perform but you do not want to go work. Executive Order 2020-10 expands Michigan unemployment benefits but suggests you would need to have a compromised immune system (not be completely healthy) to self-quarantine and collect unemployment.

It will help that, in an agreement worked out between NECA and IBEW at the national level, IBEW signatory employers will not contest unemployment claims filed by any employee who refuses to be present at the jobsite out of a genuine belief that being present would place him in imminent danger of contracting coronavirus, or who has been quarantined, or advised to self-quarantine, due to possible exposure to coronavirus; and such employees shall be permitted to return to their original positions with their employer upon the resumption of work on the jobsite, and/or their ability to return, without the need of the referral process, and irrespective of whether such employees have signed their local union’s out-of-work list.

Again, eligibility for unemployment compensation is a matter to be decided by the State.
7. What if I am sick or concerned that I have coronavirus symptoms, will I lose my job?

No. Under the agreement entered into at the national level between IBEW and NECA, IBEW-signatory employers are required to permit employee to return to their original positions with their employer upon the resumption of work on the jobsite, and/or the employee’s ability to return after being sick, without the need of the referral process, and irrespective of whether such employees have signed their local union’s out-of-work list.

If you have concerns about job-site safety, please contact your Union.

Every employer will respond differently to the COVID-19 situation, and the Union will do everything it can to make sure employees are given every appropriate benefit provided under the CBA and state and federal law.